



Netball East Regional Management Board

Role Descriptor & Specific Competency Profile - Chairman

The Role

The Chair is the figurehead of the East Region Netball Association (Netball East) and as such he/she will be expected to:

- Lead the development, implementation and review of the strategic Regional Plan.
- Ensure that Netball East complies with the content of its Governing Document, rules, regulations, policies and procedures and, as a member organisation those of England Netball.
- Chair and manage Regional Management Board meetings in an efficient & effective manner including the timely preparation and issue of the meeting agenda and the meeting minutes and Action Tracker (in conjunction with the Regional Coordinator).
- Chair and manage the Annual General Meeting (and Extraordinary General Meetings if required) in a fair and transparent manner and in adherence with procedures set out in the Constitution.
- Liaise with representatives of England Netball and other Regions as required including attendance at Regional Chairs meetings, England Netball AGM and other relevant meetings.
- Liaise with County Chairs in the East Region to ensure they are fully engaged, supported and feel valued.
- To act as an ambassador and an advocate for the sport and Netball East.

Specific Competencies

The Chair will need to demonstrate the following competencies in addition to the core skills and experiences listed below.

- The ability to and experience of leading an organisation and an ability to build a strong RMB team.
- Chairing and managing meetings at a Board or Executive level including public meetings with external stakeholders.
- Excellent interpersonal, communication and organisational skills.
- An ability to think and act strategically.
- An understanding and empathy with volunteering and volunteers.
- An ability to analyse information, provide constructive feedback and facilitate effective decision making.
- An understanding of the challenges and opportunities facing Regional Management Board`s.



Netball East Regional Management Board

Role Descriptor & Specific Competency Profile – Communications Director

The Communications Director will be expected, in addition to his/her role as a member of the Regional Management Board, to:

The Role

- Prepare a Communications Plan for the Region linked to the agreed and relevant content of the Regional Plan.
- Lead and Chair a Communications Technical Support Group who will be responsible for the implementation and review providing progress reports at each Regional Management Board meeting.
- Lead a project to upgrade/replace the Netball East website.

NB: This is a strategic role and the operational tasks should be undertaken by the Regional Coordinator and members of the Communications Technical Support Group.

Specific Competencies

The Communications Director will need to demonstrate the following competencies in addition to the core skills and experiences listed below.

- A knowledge, understanding and experience of preparing a Communications Plan utilising a range of communication media including social media.
- An understanding of website development.
- The ability to think strategically and connect the Communications to the activities and programmes of the business/organisation.
- Excellent communication and organisation skills with the ability to build consensus and meet deadlines.
- Experience of leading and chairing meetings & discussions.



Netball East Regional Management Board

Role Descriptor & Specific Competency Profile – Regional Programmes Director

The Role

The Regional Programmes Director will be expected, in addition to his/her role as a member of the Regional Management Board, to:

- Lead and Chair the Regional Operations Group to ensure strategic, coherent & cohesive development and delivery of the RMB's Regional Plan linking Competition, Officiating and coaching across the region. Enabling positive relationships with England Netball and benecosMavericks to support, where practical, their programmes within the Region. Provide progress updates at each Regional Management Board meeting.
- Lead and support other Regional programmes and projects as agreed by the RMB.

Specific Competencies

The Regional programmes Director will need to demonstrate the following competencies in addition to the core skills and experiences listed below.

- The ability to facilitate a strategic discussion and the formulation of a `joined-up` Regional Plan across the main Netball based programmes (as above).
- Excellent communication and organisation skills with the ability to build consensus and meet deadlines.
- Experience of leading and chairing meetings & discussions.
- An ability to work with and influence external and internal stakeholders including England Netball, benecosMavericks and County Netball Associations.
- An understanding and empathy with volunteering and volunteers.



Netball East Regional Management Board

Role Descriptor & Specific Competency Profile – Governance Director

The Role

The Governance Director will be expected, in addition to his/her role as a member of the Regional Management Board, to:

- Chair the Governance Working Group leading the RMB to achieve Tier 1 status of the Sport England Governance Code within agreed timescales. Providing a progress report at Regional Management Board meetings.
- Oversee the management of Disciplinary matters in the Region and the achievements of the standards specified in the General Data Protection Regulations.
- Establish and oversee an East Region Honorary Life Members Group

Specific Competencies

The Governance Director will need to demonstrate the following competencies in addition to the core skills and experiences listed below.

- A knowledge and understanding of the principles of good governance for a not-for-profit organisation.
- An ability to prepare and manage a project plan built on the criteria of Tier 1 and relevant parts of Part 2 of Sport England's Governance Code providing performance reports at each Regional Management Board meeting.
- The ability to think strategically and connect good governance to the activities and programmes of the business/organisation.
- Excellent communication and organisation skills with the ability to build consensus and meet deadlines.
- Experience of leading and chairing meetings & discussions.
- An understanding and empathy with volunteering and volunteers.



Netball East Regional Management Board

Role Descriptor & Specific Competency Profile – Chair of the Coaching Technical Support Group

The Role

The Chair of the Coaching Technical Support Group will act as the Region's leading specialist and spokesperson on all Coaching matters and will be a member of the Regional Operations Group rather than the Regional Management Board. Their principle responsibilities are:

- Prepare, implement and review a three-year Coaching Plan for the Region developed in close consultation with England Netball, County Netball Associations, benecosMavericks and the Competition and Officiating Technical Support Groups.
- Lead and Chair the Coaching Technical Support Group to deliver the agreed outcomes within the parameters of the Groups Terms of Reference. This is a new Group, so members will need to be recruited.
- Attend and represent Coaching at the Netball East Regional Operations Group providing progress reports for each meeting.
- Represent the Region at National Coaching meetings with England Netball as and when required.
- Provide advice, guidance and support for all County Netball Association Coaching leads.

Specific Competencies

The Chair of the Coaching Technical Support Group will need to demonstrate the following competencies in addition to the core skills and experiences listed below.

- A knowledge, understanding and experience of Coaching and coach development at all levels of the Coaching Pathway.
- A knowledge, understanding and experience of preparing, delivering and reviewing a Coaching Plan encompassing the full spectrum of Netball coaches.
- Excellent communication and organisation skills with the ability to build consensus and meet deadlines.
- Experience of leading and chairing meetings & discussions.
- An understanding and empathy with volunteering and volunteers.
- An ability to work with and influence external and internal stakeholders including England Netball, benecosMavericks and County Netball Associations.



Netball East Regional Management Board

Role Descriptor & Specific Competency Profile – Chair of the Officiating Technical Support Group

The Role

The Chair of the Officiating Technical Support Group will act as the Region's leading specialist and spokesperson on all Officiating matters and will be a member of the Regional Operations Group rather than the Regional Management Board. Their principle responsibilities are:

- Prepare, implement and review a three-year Officiating Plan for the Region developed in close consultation with England Netball, County Netball Associations, benecosMavericks and the Competition and Coaching Technical Support Groups.
- Lead and Chair the Officiating Technical Support Group to deliver the agreed outcomes within the parameters of the Groups Terms of Reference.
- Attend and represent Officiating at the Netball East Regional Operations Group providing progress reports for each meeting.
- Represent the Region at National Officiating meetings with England Netball as and when required.
- Provide advice, guidance and support for all County Netball Association Officiating leads.

Specific Competencies

The Chair of the Officiating Technical Support Group will need to demonstrate the following competencies in addition to the core skills and experiences listed below.

- A knowledge, understanding and experience of Officiating and Official development at all levels of the Officiating Pathway.
- A knowledge, understanding and experience of preparing, delivering and reviewing an Officiating Plan encompassing the full spectrum of Netball Officials.
- Excellent communication and organisation skills with the ability to build consensus and meet deadlines.
- Experience of leading and chairing meetings & discussions.
- An understanding and empathy with volunteering and volunteers.
- An ability to work with and influence external and internal stakeholders including England Netball, benecosMavericks and County Netball Associations.



Netball East Regional Management Board

Role Descriptor & Specific Competency Profile – Chair of the Competition Technical Support Group

The Role

The Chair of the Competition Technical Support Group will act as the Region's leading specialist and spokesperson on all Competition matters and will be a member of the Regional Operations Group rather than the Regional Management Board. Their principle responsibilities are:

- Prepare, implement and review a three-year Competition Plan for the Region (Regional rounds of England Netball Competitions and a bespoke Regional Competition framework) developed in close consultation with England Netball, County Netball Associations, benecosMavericks and the Officiating and Coaching Technical Support Groups.
- Lead and Chair the Competition Technical Support Group to deliver the agreed outcomes within the parameters of the Groups Terms of Reference.
- Attend and represent Competition at the Netball East Regional Operations Group providing progress reports for each meeting.
- Represent the Region at National Competition meetings with England Netball as and when required.
- Provide advice, guidance and support for all County Netball Association Competition leads.

Specific Competencies

The Chair of the Competition Technical Support Group will need to demonstrate the following competencies in addition to the core skills and experiences listed below.

- A knowledge, understanding and experience of Competition management & development.
- A knowledge, understanding and experience of preparing, delivering and reviewing a Competition Plan based on the needs of the Region.
- Excellent communication and organisation skills with the ability to build consensus and meet deadlines.
- Experience of leading and chairing meetings & discussions.
- An understanding and empathy with volunteering and volunteers.
- An ability to work with and influence external and internal stakeholders including England Netball, benecosMavericks and County Netball Associations.



Netball East Regional Management Board

Role Descriptor & Specific Competency Profile – Chair of the Events Working Group

The Role

The Chair of the Events Working Group will act as the Region's leading specialist and spokesperson on the Region's Events programme and will be a member of the Regional Operations Group rather than the Regional Management Board. Events include the Annual Golden Globes Awards, the Make the Game Live on the Road Conference and for 2019 a programme of Events to mark the 70th Anniversary of the formation of East Region Netball Association. The principle responsibilities are:

- Prepare, implement and review a three-year Events Plan for the Region developed in close consultation with England Netball, County Netball Associations, benecosMavericks and the Officiating, Competition and Coaching Technical Support Groups.
- Lead and Chair the Events Working Group to deliver the agreed outcomes within the parameters of the Groups Terms of Reference. This is a new Group, so members will need to be recruited.
- Attend and represent Events at the Regional Management Board and/or Netball East Regional Operations Group providing progress reports for each meeting.
- Provide advice, guidance and support for all County Netball Association's as required.

Specific Competencies

The Chair of the Events Working Group will need to demonstrate the following competencies in addition to the core skills and experiences listed below.

- A knowledge, understanding and experience of Event management & development.
- A knowledge, understanding and experience of preparing, delivering and reviewing an Events Plan based on the needs of the Region and; an individual detailed Event Project Plan.
- Excellent communication and organisation skills with the ability to build consensus and meet deadlines.
- Experience of leading and chairing meetings & discussions.
- An understanding and empathy with volunteering and volunteers.
- An ability to work with and influence external and internal stakeholders including England Netball, benecosMavericks and County Netball Associations.

Core Person Specification for all RMB Members

Area	Requirements
Experience & Skills	<p>We are looking for a blend of skills and experience that will contribute to the development of a `high performing` board. The following presents the broad spectrum of skills and experiences required collectively so we are not expecting all Board members to demonstrate the full range.</p> <ul style="list-style-type: none"> • Experience of applying and promoting the highest standards of leadership, governance and compliance within a corporate environment. • Experience of advocacy within a diverse range of networks. • Track record of achievement in an appropriate environment or ability to represent a partner organisation at the highest level. • Experience of strategy development, implementation, review and evaluation • Experience of working in in a service delivery or volunteer-based organisation with a strong commitment to the provision of an exception participant/customer experience. • Experience of tackling complex problems through evaluation and analysis of information and the setting of strategic direction. • Specific knowledge of any of the following: <ul style="list-style-type: none"> - Communication in website design - Event Management - Coaching - Officiating - Competition - Compliance
Knowledge	<ul style="list-style-type: none"> • Maintain a strong understanding of the issues and opportunities relevant to Netball East. • Willingness to continually develop and refresh knowledge and skills to ensure the contribution to the Board remains informed and relevant.
Competencies	<ul style="list-style-type: none"> • Ability to take a considered view in making judgements and decisions. • Ability to nurture partnership and mutual respect on the Management Board • Ability to question intelligently • Ability to debate constructively • Ability to challenge rigorously, probe key issues and question accepted ways of working • Ability to make decisions objectively and in the best interests of netball in the Region.
Behaviours	<ul style="list-style-type: none"> • Commitment to stay well informed about Netball East and the external environment in which it operates. • Willingness to contribute a fresh perspective to support the work of Netball East.

	<ul style="list-style-type: none">• Uphold the highest ethical standards of integrity & probity.• Ability to listen sensitively to the views of others, inside and outside the Board.• Ability to gain the trust and respect of both other Board members and stakeholders• Strong interpersonal skills
Circumstances	<ul style="list-style-type: none">• Willingness to commit time to attend Board meetings, Technical Support Groups and to support the work of the RMB. This will include evenings and weekends.